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DEPARTMENT OF LABOUR, CANADA

HUMPHREY MITCHELL, Minister

A. MacNAMARA

DEPUTY MINISTER

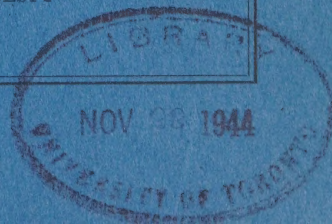
DOMINION-PROVINCIAL YOUTH TRAINING
PROGRAMME

DOMINION-PROVINCIAL WAR EMERGENCY
TRAINING PROGRAMME

REPORT OF THE DOMINION SUPERVISOR OF TRAINING
FOR THE FISCAL YEAR ENDING MARCH 31, 1943

1942/43

OTTAWA
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1943



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REPORT OF THE DOMINION SUPERVISOR OF TRAINING
FOR THE FISCAL YEAR ENDING MARCH 31, 1943

1942/43


To the Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR,—The Vocational Training Co-ordination Act, 1942, provides that a report shall be laid before Parliament within sixty days after the end of each fiscal year containing a full and correct statement of work done, moneys expended and obligations contracted under the Act.

I have the honour to transmit herewith the report of Mr. R. F. Thompson, Dominion Supervisor of Training, which sets forth statements of expenditures and obligations contracted during the fiscal year ending March 31, 1943, together with other details concerning the administration of the Act. The report also deals with the administration of the Dominion-Provincial War Emergency Training which was carried on under Agreements but with funds from the War Appropriations with the Provinces prior to the passing of the Vocational Training Co-ordination Act.

Respectfully submitted.

A. MACNAMARA,
Deputy Minister of Labour.



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REPORT OF THE TRAINING BRANCH

DEPARTMENT OF LABOUR

Dominion-Provincial Youth Training

Dominion-Provincial War Emergency Training

To A. MACNAMARA, Esq.,
Deputy Minister of Labour.

SIR,—The undersigned begs to report as follows concerning the administration of the Training Branch during the fiscal year ending March 31, 1943.

This included the Youth Training Programme and the War Emergency Training Programme. These programmes are dealt with separately.

VOCATIONAL TRAINING CO-ORDINATION ACT

After the expiration of the Youth Training Act on March 31, 1942, a Bill was introduced to Parliament to provide for continuation of vocational training. This Bill was referred to special sub-committees of the House of Commons and the Senate and received Royal assent on August 1, 1942, under the title Vocational Training Co-ordination Act. This Act provides for the carrying on of whatever types of training are needed for the war effort and for the continuation of approved projects formerly carried on under the Youth Training Act, 1939. It also provides for various types of training which may be desirable in the post-war period.

In accordance with the terms of the Act, a Vocational Training Advisory Council was appointed on December 1 with Dr. G. F. McNally, Deputy Minister of Education in Alberta, as the Chairman and the following members:

Representative of Employers—

J. Pigott, Esq.,
Pigott Construction Company,
Hamilton, Ontario.
E. R. Complin, Esq.,
Personnel Director,
Canadian Industries Limited,
Montreal, P.Q.
Hugh Crombie, Esq.,
Assistant Manager,
Dominion Engineering Company, Limited,
Montreal, P.Q.

Representative of Employees—

D. S. Lyons, Esq.,
 General Vice-President,
 International Association of Machinists,
 806 Keefer Building,
 Montreal, P.Q.
 N. S. Dowd, Esq.,
 Executive Secretary,
 The Canadian Congress of Labour,
 230 Laurier Avenue West,
 Ottawa, Ontario.
 Alphonse Begin, Esq.,
 Publicity Agent,
 Confederation of Catholic Workers of Canada Inc.,
 231 Demontigny East,
 Montreal, P.Q.

Representative of Technical Education—

Lt.-Col. F. T. Fairey,
 Director of Technical Education,
 Department of Education,
 Victoria, B.C.
 F. S. Rutherford, Esq.,
 Director of Vocational Education,
 Toronto, Ontario.
 Dr. F. H. Sexton,
 Director of Vocational Education,
 Halifax, N.S.

Representative of Women—

Mrs. E. D. Hardy,
 President National Council of Women,
 198 Second Avenue,
 Ottawa, Ontario.
 Miss B. Oxner,
 Director of Women's Work,
 University of Saskatchewan,
 Saskatoon, Sask.

Representative of Agriculture—

Dr. W. V. Longley,
 Director of Extension,
 Nova Scotia Agricultural College,
 Truro, N.S.
 N. C. MacKay, Esq., Director of Extension,
 Department of Agriculture,
 Winnipeg, Man.

Representative of War Veterans—

Col. J. T. E. Gagnon, Province of Quebec Division,
 Canadian Red Cross,
 770 St. Antoine St.,
 Montreal, P.Q.
 J. C. Herwig, Esq.,
 Acting General Secretary,
 The Canadian Legion of the British Empire Service League,
 Dominion Command,
 Ottawa, Ontario.

Representative of Adult Education—

Dr. E. A. Corbett,
Director, Canadian Association for Adult Education,
198 College Street,
Toronto, Ontario.

The Council held its first meeting in February, 1943, and appointed four sub-committees to deal with the following matters:

- (a) Industrial Training and Apprenticeship.
- (b) Agricultural and Rural Training.
- (c) Rehabilitation Training for Discharged Members of the Forces.
- (d) Assistance to Vocational Schools.

The Council has submitted to the Minister a number of recommendations for his consideration.

DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME

This was carried on under the authority of the Vocational Training Co-ordination Act with an appropriation of \$500,000. Agreements were entered into with all the provinces. The Dominion commitments and disbursements are shown in Table 1. Those eligible to participate were young men and women between the ages of 16 and 35. Projects were submitted by the provinces and approved by the Minister. Each government bore its own administrative costs and the other costs were shared equally between the province and the Dominion.

TABLE 1—STATEMENTS OF ALLOTMENTS UNDER DOMINION-PROVINCIAL AGREEMENTS (1942-43) AND DOMINION PAYMENTS TO APRIL 30, 1943

Province	Allotment	Dom. Payments
	\$ cts.	\$ cts.
Prince Edward Island.....	15,000 00	9,166 30
Nova Scotia.....	30,000 00	15,714 29
New Brunswick.....	40,000 00	24,155 54
Quebec.....	130,000 00	88,178 57
Ontario.....	10,000 00	4,094 06
Manitoba.....	35,000 00	11,032 39
Saskatchewan.....	40,000 00	23,774 55
Alberta.....	75,000 00	32,216 22
British Columbia.....	45,000 00	37,193 55
Totals.....	420,000 00	245,525 47

TYPES OF PROJECTS

For the most part, the kind of training given was related to the war effort and during the year certain projects formerly carried on but now considered non-essential, were discontinued. The great bulk of the training given is divided into three categories:

- Agricultural and Rural Training for young men and women.
- Physical Training and Citizenship.
- Aid to University Students.

The training given for rural young women included classes in rural home-craft and home nursing, utilization of farm food production. Many women also participated in special classes such as, farm mechanics, farm implement repair,

egg and poultry grading. For rural men, general courses in agriculture were given as well as specialized classes. The shortage of male help on the farms made it necessary to cancel many of the classes throughout the country as the farmer's sons were unable to leave the farm to take a training course.

Classes in physical training and recreation were carried on in Alberta and British Columbia with leaders classes in New Brunswick and Manitoba. These classes were held two or three evenings per week throughout the year.

Table 3 shows the number of different kinds of classes held in the various provinces under the Youth Training Programme.

STUDENT AID

Student Aid schedules were carried on, in co-operation with the provincial governments, in all provinces except Ontario with contributions made on a 50-50 basis between the Dominion and the province. A small sum of money was made available in the four western provinces and in Quebec to give a limited amount of financial assistance to students in any year in any faculty. Many of these were for students in agriculture and home economics. Financial assistance was also provided to help meet the shortage of teachers in the western provinces and the Maritimes.

The greater part of the money was utilized to assist students in all years of engineering and science and students (other than first year students) in medicine and dentistry. The selection was made by a committee for each province or university from applicants with good academic standing but who were unable to proceed with a university course without financial assistance and who signed an agreement that they would make their services available in connection with the war effort in the capacity for which they had been trained. Assistance was given by grant or loan or a combination of both, according to the policy favoured by each provincial government. In some provinces the provincial government restricted their contribution to students in the senior years or to students in certain faculties. In order to provide for students who were ineligible under the joint Dominion-Provincial schedules and for students residing in a province where there was no joint schedule, a special Dominion fund of \$400,000 was obtained from the War Appropriation. This fund was made available, solely as a loan to students in engineering, science, medicine and dentistry. The number of students assisted both from the special Dominion fund and the joint Dominion-Provincial schedules and the disbursements is shown in Table 4.

In order to increase the output of doctors and dentists the universities accelerated the courses in these two faculties by shortening the summer vacation period. This entailed additional costs on the universities which they were unable to meet. Therefore, authority was obtained by Order in Council for utilizing part of the special \$400,000 appropriation for this purpose. During the fiscal year a total amount of \$68,550 was given to the following universities for this purpose: Dalhousie, Laval, McGill, Queen's, Toronto, Western Ontario, Manitoba, Saskatchewan, Alberta. Each university sent in a certified statement of the additional costs incurred through accelerating the courses.

TABLE 2—DOMINION-PROVINCIAL YOUTH TRAINING
STATISTICAL SUMMARY FOR THE FISCAL YEAR ENDING MARCH 31, 1943

	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	Dominion Total
<i>A. Total Given Training—</i>										
Male.....	46	335	194	937	67	45	696	2,765	1,409	6,564
Female.....	149	532	190	512	.....	273	225	2,619	3,038	7,538
Totals.....	195	967	384	1,469	67	318	921	5,384	4,447	14,152
<i>B. Discontinued before Completion of Course—</i>										
Male.....	.....	28	9	88	3	.....	4	3	.....	135
Female.....	.....	2	.....	73	.....	17	.....	22	32	146
Totals.....	.....	30	9	161	3	17	4	25	32	281
<i>C—Total Days Training</i>	6,767	33,377	7,336	60,015	2,767	8,878	4,429	29,468	22,837	175,874
<i>D. Total Number Given Training Various Types</i>										
<i>Projects—</i>										
Agricultural and Rural Training Courses.....	22	597	141	792	.....	175	584	45	.....	2,356
Mining.....	.....	.....	.....	14	.....	.....	.....	.....	.....	14
Urban Occupational.....	172	295	56	56	85	.....	.....	85	217	895
Home Service Training.....	.....	.....	.....	146	.....	83	.....	47	.....	276
Apprenticeship.....	.....	.....	.....	.....	67	.....	.....	.....	.....	67
Physical Training Courses.....	.....	.....	.....	.....	.....	.....	.....	5,016	3,967	8,983
Student Aid.....	1	75	243	461	.....	60	337	191	263	1,631
Totals.....	195	967	384	1,469	67	319	921	5,384	4,447	14,152
<i>E. Numbers Placed in Employment or Enlisted from Youth Training Classes.....</i>	.....	159	.....	123	64	60	2	98	142	648

TABLE 3—YOUTH TRAINING CLASSES 1942-43
RURAL AND AGRICULTURAL

	Industrial	Men	Women	Men and Women	Home Service Schools	Physical Training	Student Aid	Total
Prince Edward Island.....	1	2	4	1	.....	.....	1	9
Nova Scotia.....	3	.....	4	.....	.....	.....	1	8
New Brunswick.....	.....	4	.....	.....	.....	1	1	6
Quebec.....	.....	11	1	.....	3†	.....	1	16
Ontario.....	5	.....	.....	.....	.....	.....	.....	5
Manitoba.....	.....	.....	4	.....	3*	1	1	9
Saskatchewan.....	.....	19	.....	9	.....	.....	1	29
Alberta.....	2	1	.....	1	2*	106	1	113
British Columbia.....	7	.....	.....	.....	.....	90	1	98
	18	37	13	11	8	198	8	293

*Schools closed during year.

†2 schools closed during year.

TABLE 4—ASSISTANCE TO STUDENTS 1942-3

	General Section	Medicine	Dentistry	Engineering		Science		Teachers	Provincial Funds		Dominion Funds	
				1st year	Other years	1st year	Other years		Grants	Loans	Grants	Loans
Prince Edward Island.....		1		14	18				\$	\$	\$	\$
¹ Nova Scotia.....		12	4	17	8	6	14	50	2,583	6,807	17,764	14,470
New Brunswick.....		10	1	73	36	8	3	196	40,975	14,470	2,583	12,500
Quebec.....	69	99	48	23		73	63			7,190	40,975	12,500
¹ Manitoba.....	22	33	6	*72	*34	4		3		19,092	11,478	12,150
Saskatchewan.....	30	37	4	25	19	7	9	174	8,910	473	8,910	14,824
Alberta.....	31	20	4	*75	*35			76	23,427		23,427	473
British Columbia.....	38	37	7	59	31	9	3	72				
² University of Toronto.....		92	15			5	6					
² University of Western Ontario.....		36										
² Queen's University.....		75		*38	*22							54,823
² McMaster University.....												12,633
² McGill University.....		1	1	4	5	11	6					38,299
² Quebec.....		2				3	1					3,912
² Alberta.....		7	1									2,900
² Research Council.....					1							600
Total.....	190	462	91	400	209	126	105	571	87,373	60,532	87,373	187,648

Total Students 2154. Total Amount \$422,926.

*Includes Science.

†Provides a Limited amount for students in any year of any faculty.

‡Includes special Dominion fund. §Special Dominion fund only.

WAR EMERGENCY TRAINING

This programme was carried on throughout the year by means of agreements in co-operation with the provincial governments. Agreements were entered into with all provinces except Prince Edward Island. As no suitable training facilities were available in that province and as there was very little demand for industrial workers in Prince Edward Island, it was considered preferable that trainees from there should receive their training at one of the centres in Nova Scotia or New Brunswick.

As the Vocational Training Co-ordination Act was not passed until August, the War Emergency Training was carried on by Order in Council under the authority of the War Measures Act with funds allotted from the War Appropriation. The Dominion government bore practically the entire cost of this programme. Provincial governments paid certain administrative charges and 50 per cent of the cost for machinery and equipment. A very substantial contribution, however, was made by provincial governments and municipal school boards in placing at the disposal of the Dominion, without charge for rental or depreciation, vocational shops in the existing technical and vocational schools. These were supplemented, where necessary, by the opening of special training centres. The majority of the schools throughout the year operated on the basis of two or even three shifts per day.

There were three separate schedules under each agreement: Schedule "G" for training tradesmen for the R.C.A.F., Schedule "K" for training industrial workers and tradesmen for the Army and Navy, and Schedule "L" for vocational training for discharged members of the active Armed Forces.

I—R.C.A.F. CLASSES

War Emergency Training was recognized as an official part of the R.C.A.F. training plan. Whereas in previous years the training had all been on a pre-enlistment basis, during this year the R.C.A.F. enlisted all applicants prior to enrolment in War Emergency Schools, and after August 15 put them on full military pay and allowances. This reduced the estimated cost of this schedule by about 40 per cent. R.C.A.F. liaison and examining officers were attached to the various schools and the syllabus of training for each trade was drawn up by the technical training branch at R.C.A.F. Headquarters. The quotas for each trade were prescribed by the Air Force and frequent changes were made from time to time so that during the year there was a tremendous expansion in this type of training. The length of the training varied from 4 to 6 months.

This type of training was carried on in 29 different schools and supplied all R.C.A.F. requirements for the following trades:

- Aero-engine Mechanics.
- Airframe Mechanics.
- Radio Mechanics.
- Clerks (Women's Division).
- Wireless Operators Ground.
- Wireless Electrical Mechanics.

Nine of these schools carried on educational refresher courses for prospective aircrew personnel in order to bring them up to the required standard in mathematics and science.

The greatest co-operation has been afforded at all times by the R.C.A.F. and the happiest relations have prevailed in carrying out this type of training.

II—ARMY CLASSES

The personnel in these classes were all enlisted men referred to our schools by the director of trade training at Army Headquarters. Liaison was carried on with the individual schools by the Army trade's training officer in each military

TABLE 5—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE PERIOD APRIL 1, 1942 TO MARCH 31, 1943

		Numbers in Training		Placements, enlistments and withdrawals from Pre-employment and Rehabilitation Classes			
				(2) Placed in Employ- ment	Enlisted	Completed Training but not Reported Placed	Left Before Training Completed
		From April 1/42 to Mar. 31/43	At End of March 1943	From April 1/42 to Mar. 31/43	From April 1/42 to Mar. 31/43	From April 1/42 to Mar. 31/43	From April 1/42 to Mar. 31/43
DOMINION SUMMARY—							
Pre-employment Classes....	{Men.....	20,675	2,255	15,628	246	300	3,244
	{Women.....	16,067	1,044	12,884	36	174	2,059
Part-time Classes (1).....	{Men.....	13,356	3,294				
	{Women.....	2,581	499				
Rehabilitation Classes.....	{Women.....	1,196	195	665	12	34	267
Total.....		53,875	7,287	29,177	294	508	5,570
NOVA SCOTIA—							
Pre-employment Classes....	{Men.....	512	75	374	3		60
	{Women.....	73	14	55			4
Rehabilitation Classes.....	{Women.....	5	2	3			
Total.....		590	91	432	3		64
NEW BRUNSWICK—							
Pre-employment Classes....	{Men.....	409	54	266	14	11	62
	{Women.....	114	13	93			8
Rehabilitation Classes.....	{Women.....	18	6	6		1	5
Total.....		541	73	365	14	12	75
QUEBEC—							
Pre-employment classes....	{Men.....	6,837	1,018	5,482	43	5	1,282
	{Women.....	1,119	88	697			305
Part-time Classes (1).....	{Men.....	1,321	278				
	{Women.....	158					
Rehabilitation Classes.....	{Women.....	333	45	156	2		122
Total.....		9,768	1,429	6,335	45	(3) 5	1,709
ONTARIO—							
Pre-employment Classes....	{Men.....	9,734	844	7,294	127	43	1,472
	{Women.....	10,530	633	8,923	5	100	1,193
Part-time Classes (1).....	{Men.....	6,646	2,071				
	{Women.....	2,035	350				
Rehabilitation Classes.....	{Women.....	195	26	143		3	21
Total.....		29,140	3,924	16,360	132	146	2,686
MANITOBA—							
Pre-employment Classes....	{Men.....	853	104	527	4	123	93
	{Women.....	54		29	2	9	14
Part-time Classes (1).....	{Men.....	44	41				
	{Women.....						
Rehabilitation Classes.....	{Women.....	187	28	100	4	11	38
Total.....		1,138	173	656	10	143	145
SASKATCHEWAN—							
Pre-employment Classes....	{Men.....	455	39	330	14	18	55
	{Women.....	937	86	706	13	43	89
Part-time Classes (1).....	{Men.....						
	{Women.....	74	61				
Rehabilitation Classes.....	{Women.....	149	32	98	2	6	11
Total.....		1,615	218	1,134	29	67	155
ALBERTA—							
Pre-employment Classes....	{Men.....	710	43	444	37	74	116
	{Women.....	620	73	424	10	18	95
Part-time Classes (1).....	{Men.....	66	51				
	{Women.....	12	2				
Rehabilitation Classes.....	{Women.....	179	33	88	3	6	48
Total.....		1,587	202	956	50	98	259
BRITISH COLUMBIA—							
Pre-employment Classes....	{Men.....	1,165	78	911	4	26	104
	{Women.....	2,620	137	1,957	6	4	351
Part-time Classes (1).....	{Men.....	5,279	853				
	{Women.....	302	86				
Rehabilitation Classes.....	{Women.....	130	23	71	1	7	22
Total.....		9,496	1,177	2,939	11	37	477

(1) Trainees in part-time classes consist largely of Employed persons who are being given training at the request of Employers in War production who wish to upgrade their employees.

(2) Includes those graduates who, though actually placed prior to April 1, 1942 were not so reported until after April 1, 1942.

(3) The numbers shown as completed but not reported placed in the Province of Quebec (5) includes all unplaced trainees who have completed their courses since the commencement of the War Emergency Training Program in that province.

district. The Army requirements were subject to frequent change throughout the year and many of the classes were comparatively small. This along with the purchase of materials and supplies, made the cost of this type of training considerably higher than training given under the other schedules of the programme.

The normal length of the training period was three months and followed a syllabus of training drawn up by the Army. Training was given in the following trades: blacksmiths, bricklayers, carpenters, clerks (including women), cooks, concretors, coppersmiths, draughtsmen, electricians, fitters, instrument makers, motor and driver mechanics, plumbers, radio mechanics, tinsmiths, welders. During the year there was a marked decrease in the gross enrolment in the Army classes. Fifty schools were utilized for this purpose.

At the request of the Army special training facilities were provided for enlisted 17 year old boys with the course to last for approximately one year and to include academic and technical instruction as well as practical shop work.

III—NAVY CLASSES

While the number enrolled in classes for the Navy was small as compared with the Army and Air Force there was a very substantial increase over the enrolment for the previous year. Courses lasted from 4 to 8 months for the following trades: engine-room artificers, motor fitters, radio mechanics, submarine detection. All trainees were enlisted Navy personnel. Eight schools were utilized for this purpose.

IV—REHABILITATION TRAINING FOR DISCHARGED MEMBERS OF THE FORCES

Vocational training for discharged members of the forces was provided at the request of the Department of Pensions and National Health. The numbers afforded training during the year were comparatively small as employment was readily available for the great majority of men or women immediately after their discharge. The objective of this type of training was to fit the applicant for permanent employment and, therefore, the courses offered were longer and not so narrowly specialized as the courses offered to prospective workers in war industries. Use was made of the regular classes in municipal and vocational schools and facilities of private commercial schools, as well as the special War Emergency classes.

The general experience was that the majority of the applicants were more interested in obtaining immediate employment at a remunerative wage even if the work was only semi-skilled rather than in taking a longer course which would fit them for permanent re-establishment by affording them a broader basis of skill.

V—INDUSTRIAL TRAINING

A—Full-time Pre-Employment Classes

The enrolment in this type of class showed a very marked decrease during the year due to two factors: (a) many industries had reached peak employment and only required replacements to take care of their labour turnover; (b) a very sharp reduction in the potential supply of suitable trainees as rural workers were not accepted for training nor were men in the age groups liable to be called for compulsory military service unless they were medically rejected. At no time during the year could sufficient trainees be found to fill the training centres to capacity.

The outstanding feature of the year was the very marked increase in the number of women who were given training for a wide variety of occupations and who, after a little preliminary training, proved themselves as adaptable and efficient as men.

TABLE 6—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE PERIOD
APRIL 1/42 TO MARCH 31/43

	Numbers in Training		Completed Training
	From April 1/42 to Mar. 31/43	At End of Mar. 1943	From April 1/42 to Mar. 31/43
DOMINION SUMMARY—			
R.C.A.F. Classes.....	25,329	6,952	16,811
Army Classes.....	13,470	2,582	9,625
Navy Classes.....	3,961	973	2,864
Total.....	42,760	10,507	29,300
NOVA SCOTIA—			
R.C.A.F. Classes.....	351	68	252
Army Classes.....	848	162	609
Navy Classes.....	6	6	
Total.....	1,205	236	861
NEW BRUNSWICK—			
R.C.A.F. Classes.....	1,164	302	643
Army Classes.....	1,119	184	902
Navy Classes.....	2	1	1
Total.....	2,285	487	1,546
QUEBEC—			
R.C.A.F. Classes.....	3,014	677	2,090
Army Classes.....	2,011	414	1,498
Navy Classes.....	200	88	82
Total.....	5,225	1,179	3,670
ONTARIO—			
R.C.A.F. Classes.....	8,929	2,566	5,974
Army Classes.....	3,997	870	2,658
Navy Classes.....	3,312	709	2,545
Total.....	16,238	4,145	11,177
MANITOBA—			
R.C.A.F. Classes.....	2,453	781	1,579
Army Classes.....	717	138	564
Total.....	3,170	919	2,143
SASKATCHEWAN—			
R.C.A.F. Classes.....	3,392	917	2,316
Army Classes.....	991	106	885
Total.....	4,383	1,023	3,201
ALBERTA—			
R.C.A.F. Classes.....	2,904	801	1,879
Army Classes.....	1,200	285	783
Navy Classes.....	344	89	221
Total.....	4,448	1,175	2,883
BRITISH COLUMBIA—			
R.C.A.F. Classes.....	3,122	840	2,079
Army Classes.....	2,587	423	1,726
Navy Classes.....	97	80	15
Total.....	5,806	1,343	3,819

In order to meet the varied demands of industry, there was great flexibility with regard to the length and content of the type of training. Many classes were given to train machine operators and other specialized groups in courses lasting from two to six weeks. It is noticeable that as time went on, the demand from most industries was for shorter courses and more narrowly specialized types of training. Persons in this category will constitute a rehabilitation problem after the war unless in the meantime, while employed in industry, they are given an opportunity to acquire a broader basis of skill. However, owing to the urgency of the demand for workers, it was considered inadvisable to spend months in training individuals for occupations where sufficient skill or dexterity could be acquired in a few weeks, no matter how desirable such broader training might be from a long range point of view. The minimum length of training was two weeks.

The normal training period was three months but there were special classes for tool-room workers lasting six months. Industrial conditions were reproduced as closely as possible in all the schools. Much of the work done was of a productive or semi-productive nature with materials supplied by the prospective employing firm. So far as possible, definite sponsorship was obtained for individual trainees or even for whole classes from some specific industry to whom the trainees were referred for employment immediately on the completion of their course. The normal weekly training period was from 40 to 44 hours. Practically all those who finished their course are known to have been placed in employment.

The new manpower regulations of National Selective Service first introduced in September, necessitated a complete revision of procedure with regard to the obtaining of permits for trainees and for subsequent placement in employment, and some initial confusion inevitably resulted. A form of procedure to cover the relations of War Emergency Training and National Selective Service was mutually approved and has been working out satisfactorily.

The following types of full-time pre-employment training were given during the year: aircraft manufacture, aircraft overhaul, sheet metal work, welding (gas and electric), machine shop, bench fitting and assembly, radio and electricity, instrument makers, industrial chemists, moulders, pattern makers, draughting and mechanical drawing, inspectors, tool-room improvers, time study, laboratory technicians. In addition to the shop work, classroom instruction was given in related subjects where required. Special attention was given to training for the shipyards in the trades of: welders, riveters, burners, heaters, pipe fitters, caulkers, shipwrights, marine electricians.

PAYMENTS TO TRAINEES

From the outset of the programme it has been the practice to pay weekly subsistence allowances to trainees to enable them to undergo full-time pre-employment training. During the year it was found necessary to increase the amount of these allowances which now stand as follows:

Single trainees living at home up to \$7.00.

Single trainees living away from home \$8.00 to \$9.00.

Heads of families living at home \$13.00.

Heads of families living away from home \$18.00.

Travelling expenses of trainees, from their home to a training centre and to employment, were paid when necessary. This was of particular use in facilitating the transfer of trainees from the prairie provinces to employment in Ontario and Quebec. Under authority of Order in Council obtained in the previous year, all trainees in full-time pre-employment classes were covered under the Government Employees Compensation Act for all purposes other than the payment of compensation for temporary disability.

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
TRAINING IN INDUSTRY DURING THE PERIOD APRIL 1, 1942 TO MARCH 31, 1943

		Numbers in Training		Numbers whose Training Completed, Interrupted or Discontinued			
				Completed Training	Transferred to Production Before Training Finished	Enlisted	Released Quit or Before Training Finished
		From April 1/42 to Mar. 31/43	At End of Mar.	From April 1/42 to Mar. 31/43	From April 1/42 to Mar. 31/43	From April 1/42 to Mar. 31/43	From April 1/42 to Mar. 31/43
DOMINION SUMMARY—							
Plant Schools.....	Men.....	5,575	656	3,555	469	87	808
	Women.....	5,205	721	3,413	373	4	692
Part-time Classes.....	Men.....	3,235	568	2,460	3	11	264
	Women.....	744	197	556			19
Total.....		14,759	2,142	9,984	845	102	1,783
NOVA SCOTIA—							
Plant schools.....	Men.....	91	39	16		4	32
	Women.....	13	4				9
Part-time Classes.....	Men.....	208		170		8	28
	Women.....						
Total.....		312	43	186		12	69
NEW BRUNSWICK—							
Plant Schools.....	Men.....	148	23	112	9		4
	Women.....						
Total.....		148	23	112	9		4
QUEBEC—							
Plant Schools.....	Men.....	574	41	200	182	2	145
	Women.....	682	52	488	92		50
Part-time Classes.....	Men.....	199	16	102		1	86
	Women.....	30	16	2			12
Total.....		1,485	125	792	274	3	293
ONTARIO—							
Plant Schools.....	Men.....	4,624	540	3,113	264	81	623
	Women.....	3,874	554	2,751	121	4	442
Part-time Classes.....	Men.....	2,305	472	1,738	2	1	92
	Women.....	681	179	501			1
Total.....		11,484	1,745	8,103	387	86	1,158
MANITOBA—							
Plant Schools.....	Men.....	15	7	6			2
	Women.....	629	111	167	160		191
Total.....		644	118	173	160		193
BRITISH COLUMBIA—							
Plant Schools.....	Men.....	123	6	108	14		2
	Women.....	7		7			
Part-time Classes.....	Men.....	523	80	450	1	1	58
	Women.....	33	2	53			6
Total.....		686	88	618	15	1	65

TABLE 8—FOREMANSHIP TRAINING

	Job Instructor	Job Relations	Job Methods
Nova Scotia.....	438	56	1
New Brunswick.....	88		1
Quebec.....	5,172	1,079	3
Ontario.....	8,394	2,317	3
Manitoba.....	1,156	146	1
Saskatchewan.....	432	116	1
Alberta.....	102	13	1
British Columbia.....	1,228	183	1
Dominion.....	17,010	3,910	12

B. Part-time Classes

A wide range of training was given in part-time classes at the request of employers for workers at present on their payroll and for whom the employing company wished additional training with a view to their upgrading and promotion. Many of these were held in vocational schools but others were held right in the plants. The increase in enrolment in this type of training was most marked during the year. An effort was made to provide part-time training in evening classes for men and women in non-essential work with a view to fitting them for employment in war production. It was not found feasible to make much progress with this type of training.

C. Plant Schools

As it was recognized that vocational schools would not have the variety of machinery and equipment necessary to provide training for many of the occupations in modern industry, authority was obtained for carrying on plant schools in the individual industrial establishments. Basic principles were laid down upon the fulfillment of which official approval was given to plant schools. Those enrolled in plant schools were all employees of the company and a course of training was drawn up and approved with its length and content determined by the nature of the occupation to be followed. The training period lasted from 2 to 12 weeks and technical assistance was given to industry by the programme in drawing up a suitable syllabus. Many companies set aside separate parts of the plant for training purposes in practical work and a classroom where theoretical or technical instruction was desirable. In other companies the nature of the training and the shortage of machine tools made it necessary for the trainees to be scattered throughout the plant but all were under definite instruction and full-time instructors were appointed. Where a plant school was approved, War Emergency Training repaid to the employer the salaries of instructors and allowances to trainees. Up to the end of March approval had been given to 81 plant schools. Of these approval was subsequently cancelled for half a dozen schools which failed to live up to the conditions and a number of other schools have ceased operations having trained all the personnel at present required. The costs of these plant schools were shown in Table 14.

D. Foremanship Training

To meet an urgent demand from industry throughout the country, a programme was inaugurated in May, 1942, to train foremen and supervisors. This was adapted to Canadian conditions from a similar programme put on in the United States and made available to the Department of Labour by the Training Within Industry Branch of the War Manpower Commission, who kindly loaned the services of Mr. Glenn Gardiner and Mr. Clifton Cox to hold the initial training institutes. This programme comprised three distinct units: Job Instructor Training (commenced in May, 1942) Job Relations Training (commenced in November, 1942) and Job Methods Training (commenced in March, 1943).

At the initial training institute for each unit, carefully selected personnel from across the country, many of whom were loaned by industry, were trained as institute conductors. These conductors then held similar institutes in their own areas to instruct trainers selected by the local industries. These trainers, in turn, passed on the instruction to foremen, supervisors and others in their own plant. The courses of instruction lasted for about 5 days. The results of this section of the programme are given in Table 8.

TABLE 9—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
AGE AND SEX CLASSIFICATION OF NEW TRAINEES ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942 TO MARCH 31, 1943

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Nova Scotia.....	52	32	156	31	122	9	22	1	7	.....	365	73	438
New Brunswick.....	139	41	32	62	46	8	27	.....	5	1	299	112	411
Quebec.....	3,199	292	1,177	446	771	188	402	62	78	2	5,627	990	6,617
Ontario.....	3,902	3,286	1,258	3,724	1,220	1,607	842	707	600	127	7,822	9,451	17,273
Manitoba.....	394	6	145	27	106	18	61	3	24	.....	730	54	784
Saskatchewan.....	119	357	173	470	81	70	44	27	31	1	448	925	1,373
Alberta.....	63	109	115	392	94	65	55	7	43	1	370	574	944
British Columbia.....	231	847	203	1,350	208	211	174	7	91	.....	907	2,415	3,322
Totals.....	8,105	4,970	3,309	6,502	2,648	2,176	1,627	814	879	132	16,568	14,594	31,162

TABLE 10—DOMINION ALLOTMENTS AND CLAIMS PAID TO APRIL 30, 1943

—	R.C.A.F. Classes (Schedule "G")	Industrial Classes (Schedule "K")	Vocational Training for Discharged Members of Armed Forces Schedule "L"	Total Dominion Allotment	Claims Paid by Dominion to April 30, 1943
	\$	\$	\$	\$	\$
Nova Scotia.....	30,000	230,000	10,000	270,000	197,034 46
New Brunswick.....	140,000	195,000	10,000	345,000	271,288 32
Quebec.....	535,000	1,050,000	50,000	1,635,000	1,068,916 86
Ontario.....	1,370,000	2,200,000	80,000	3,650,000	2,589,008 71
Manitoba.....	300,000	160,000	25,000	485,000	356,416 98
Saskatchewan.....	480,000	220,000	25,000	725,000	485,018 19
Alberta.....	395,000	340,000	25,000	760,000	553,949 68
British Columbia...	375,000	425,000	25,000	825,000	593,626 55
Total.....	3,625,000	4,820,000	250,000	8,695,000	6,115,259 75

TABLE 11—WAR EMERGENCY TRAINING—COSTS OF SCHEDULE G—APRIL 1, 1942 TO MARCH 31, 1943

	Total Cost	Days Training	Gross Cost Per Day 1942-3	Allow- ances	Machinery and Equip- ment	Alter- ations to Building	Cost Per Day Less Allowances, Machinery 1942-3	Instructors and Supervisors	Cost of Instructors Per Day 1942-3	Materials, Supplies, Hand Tools	Cost of Material, etc. Per Day 1942-43
	\$	\$	\$ cts.	\$	\$	\$	\$ cts.	\$	\$ cts.	\$	\$ cts.
Nova Scotia.....	21,165	15,352	1 38	9,766	363	1,245	*0 72	6,646	0 43	2,359	0 15
New Brunswick.....	99,676	73,112	1 36	43,016	542	289	0 77	39,797	0 54	7,026	0 09½
Quebec.....	386,053	217,179	1 78	185,949	19,473	24,163	†1 06	136,716	0 63	21,417	0 10
Ontario.....	911,305	617,902	1 48	388,844	3,452	3,278	0 87	407,973	0 66	37,853	0 06
Manitoba.....	201,229	128,315	1 57	91,179	3,047	6,624	†0 83	65,070	0 51	13,943	0 11
Saskatchewan.....	306,627	212,112	1 44	147,537	7,223	1,478	0 72	104,804	0 49	22,495	0 10½
Alberta.....	259,784	189,563	1 37	112,198	796	1,420	0 77	106,537	0 56	22,500	0 12
British Columbia.....	200,838	171,904	1 17	107,635	2,496	347	0 53	67,658	0 40	10,705	0 06
Dominion.....	2,386,677	1,625,439	1 47	1,016,124	37,392	38,844	0 82	935,201	0 58	138,298	0 08

* .08 cts. of this represents alterations to buildings.

†0 11 " "

†0 05 " "

TABLE 12—WAR EMERGENCY TRAINING—COSTS OF SCHEDULE K—APRIL 1, 1942 TO MAR. 31, 1943

	Total Cost	Days Training	Gross Cost Per Day		Allow- ances	Machinery and Equip- ment	Alter- ations to Buildings	Cost Per Day Less Allowances Machinery		In- structors and super- visors	Cost of Instructors Per Day		Materials Supplies, Hand Tools	Cost of Materials, Etc., Per Day	
			1942-3	1941-2				1942-3	1941-2		1942-3	1941-2		1942-3	1941-2
	\$		\$ cts.	\$ cts.	\$	\$	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.
Nova Scotia.....	183,997	68,404	2 69	2 59	52,905	8,195	881	1 79	1 71	69,184	1 01	0 86	27,653	0 40	0 60
New Brunswick.....	171,742	90,787	1 89	2 05	58,548	1,763	373	1 23	1 34	55,719	0 61	0 57	36,000	0 40	0 63
Quebec.....	992,725	411,536	2 41	2 34	443,658	44,636	.....	1 22	1 20	325,300	0 79	0 88	77,287	0 19	0 21
Ontario.....	1,742,653	933,657	1 88	1 96	861,624	14,285	1,539	0 93	0 83	651,187	0 70	0 64	104,751	0 11	0 11
Manitoba.....	128,998	65,241	1 98	1 67	53,389	1,304	1,499	1 14	1 10	41,145	0 63	0 57	11,972	0 18	0 27
Saskatchewan.....	206,913	100,947	2 05	1 90	69,570	5,654	330	1 31	1 00	73,530	0 73	0 52	23,236	0 23	0 25
Alberta.....	293,991	146,298	2 01	2 14	120,490	2,296	2,805	1 17	1 00	109,527	0 75	0 59	31,823	0 22	0 26
British Columbia.....	390,369	212,676	1 84	1 72	135,981	13,991	19,132	*1 13	0 90	151,806	0 71	0 57	37,266	0 17	0 13
Dominion.....	4,111,384	2,029,556	2 03	2 03	1,796,165	92,064	26,559	1 09	0 99	1,477,398	0 73	0 66	349,988	0 17	0 23

*9 cents of this represents alteration to buildings.
This Table does not include plant schools.

TABLE 13—COSTS OF ADMINISTRATION AND SUPERVISION
BORNE BY DOMINION

	Salaries	Travelling	Other Expenses	Total
	\$	\$	\$	\$
Nova Scotia.....	9,150	2,271	.....	11,421
New Brunswick.....	1,804	993	202	2,999
Quebec.....	11,845	3,225	4,786	19,856
Ontario.....	23,447	13,100	473	37,020
Manitoba.....	3,439	381	.....	3,820
Saskatchewan.....	4,985	1,458	268	6,711
Alberta.....	5,582	1,594	219	7,395
British Columbia.....	11,328	2,398	468	14,194
Head Office.....	25,782	5,294	2,737	33,813
	97,362	30,714	9,153	137,229

In addition to the above, certain other administrative costs were borne by Provincial Governments.

TABLE 14—TRAINING IN PLANT SCHOOLS

	No. of Schools	Days Training	Total Costs	Cost per Day	Instructors' Salaries	Trainees Allowances
			\$	\$	\$	\$
Nova Scotia.....	2	7,448	12,234	1 64	2,877	9,379
New Brunswick.....	2	6,186	4,581	0 74	1,352	3,228
Quebec.....	7	30,280	15,865	0 52	6,877	8,988
Ontario.....	47	261,961	282,192	1 08	97,286	184,756
Manitoba.....	8	12,022	20,284	1 68	3,971	16,301
British Columbia.....	3	2,049	4,920	2 40	4,588	.....
Dominion.....	69	319,946	340,076	1 06	116,951	222,652

SUMMARY OF PROGRAMME

During the year the enrolment in all projects carried on by the Training Branch was:

Youth Training.....	12,521
Student Aid.....	2,154
R.C.A.F. Classes.....	25,329
Army Classes.....	13,470
Navy Classes.....	3,961
Full-time Industrial Classes.....	36,742
Part-time Industrial Classes.....	19,916
Plant Schools.....	10,780
Foremanship.....	20,932
Rehabilitation of Discharged Persons.....	1,196
Total.....	147,001

The approximate expenditures incurred during the year were:

	\$
Youth Training.....	130,000
Student Aid & Grants to Universities.....	350,000
R.C.A.F. Classes (Schedule "G").....	2,400,000
Industrial, Army, Navy (Schedule "K").....	4,450,000
Foremanship.....	16,000
Rehabilitation.....	25,000
Departmental Administration.....	43,000
Total.....	7,414,000

The administration of the programme has been decentralized. The staff in the Department of Labour, Ottawa, consists of one Supervisor, one Assistant Supervisor and six others. In each Province there is a Regional Director (for the most part provincial officials whose services have been made available to the programme), a small office staff and field representatives who exercise general supervision, help select trainees, maintain liaison with Selective Service, industry and the training centres. The costs of administration are shown in Table 13.

The annual conference of War Emergency Training was held at Ottawa the end of February attended by the Regional Directors and other representatives of the Training Programme. The names and addresses of the Regional Directors are as follows:

Nova Scotia.....	Dr. F. H. Sexton, Director of Technical Education, Department of Education, Halifax, N.S.
New Brunswick.....	W. K. Tibert, Esq., Director of Vocational Education, Department of Education, Fredericton, N.B.
Quebec.....	Gabriel Rousseau, Esq., Regional Director, War Emergency Training, 7345 Garnier St., Montreal, P.Q.
Ontario.....	H. H. Kerr, Esq., Regional Director, War Emergency Training, Parliament Buildings, Toronto, Ont.
Manitoba.....	S. M. Mutchmor, Esq., Regional Director, War Emergency Training, 4th Floor, Customs Building, Winnipeg, Manitoba.
Saskatchewan.....	W. A. Ross, Esq., Regional Director, War Emergency Training, Department of Education, Regina.
Alberta.....	J. H. Ross, Esq., Regional Director, War Emergency Training, 128—7th Ave., W., Calgary.
British Columbia.....	Lt.-Col. F. T. Fairey, Director of Technical Education, Department of Education, Victoria, B.C.

This opportunity is taken of expressing sincere thanks to the principals and staffs of the technical and vocational schools throughout the country for the invaluable help they have given in carrying on War Emergency Training which has entailed on all of them greatly increased duties and very considerable personal inconvenience.

Respectfully submitted,

R. F. THOMPSON,

Supervisor of Training.

